

What is Claimed is:

1. A method for providing an online end to end talent acquisition process for managing a client search for a candidate comprising:

- (a) facilitating creation of a job requisition for a new job and storing said new job in a job database;
- (b) receiving and storing in said job database a description of said new job of said job requisition including at least one of an industry, a job function and a job title;
- (c) defining a desired candidate for said new job;
- (d) receiving and executing a cross industry comparable level search query of a plurality of internal candidates for said desired candidate and returning internal candidates;
- (e) receiving and executing a cross industry comparable level search query of a plurality of external candidates for said desired candidate and returning external candidates;
- (f) facilitating screening said internal and external candidates;
- (g) facilitating managing selection of at least one of said candidates;
- (h) facilitating managing an offer and a hire of said at least one of said internal and external candidates; and
- (i) facilitating managing an on-board process.

2. A method for providing an online end to end job search and career management process for managing a job search for a candidate comprising:

- (a) facilitating performance of an receiving and storing results of a self assessment of a candidate, in a candidate database;
- (b) facilitating building a resume for said candidate including receiving and storing a position job experience of said candidate n said candidate database including for said position at least one of: an industry of said position, a job function of said position, and a job title of said position;
- (c) facilitating preparing a cover sheet for said resume;

- (d) facilitating researching about clients and a desired job;
- (e) facilitating networking for said candidate with said client for said desired job;
- (f) facilitating receiving a cross industry comparable level search query and searching said candidate database for said desired job and presenting search results including resulting jobs;
- (g) facilitating of and selection of at least one desirable job resulting scoring said job;
- (h) facilitating interviewing for said at least one desirable job;
- (i) facilitating preparing and sending a thank you letter after an interview for said desirable job;
- (j) facilitating evaluating an offer for said desirable job;
- (k) facilitating resigning from a prior position; and
- (l) facilitating managing an on-boarding process.

3. A system for managing end-to-end an employment recruiting process comprising:
 - a network;
 - at least one web server coupled to said network;
 - a candidate database;
 - a client database; and
 - at least one application server coupled to said web server,
 wherein said at least one application server comprises:
 - a database management system operative to manage said candidate and client databases, and
 - a career management application operative to manage at least one of a candidate job search and a client talent acquisition process from end-to-end.
4. The system according to claim 3, wherein said career management application comprises at least one of:
 - a revenue model including pay for performance;
 - live consultants accessible online to manage the career recruiting process;
 - an application service provider (ASP) offering operative to provide end to end human resource outsourcing application services to client human resources departments; and

cross-industry comparable level search capabilities for candidates and clients.

5. A method for managing a candidate-selected candidate profile database comprising:
receiving candidate resumes having candidate selected job experience information

5 including

selecting at least one of:

an industry from a plurality of a predefined industries,

a job function from a plurality of predefined job functions of said industry,

and

10 a job position from a plurality of predefined job positions.

6. The method according to claim 5, further comprising receiving comparable cross-industry
search queries for candidate resumes meeting comparable cross-industry criteria.

- 15 7. The method according to claim 6, wherein said comparable cross-industry search queries
are by at least one of

said industry from a plurality of said predefined industries,

said job function from said plurality of predefined job functions of said

industry, and

20 said job position from a plurality of said predefined job positions.

8. A computer program product embodied on a computer readable medium with computer
program logic stored thereon, said computer program logic for managing a candidate-selected
candidate profile database comprising:

25 means for enabling a computer to receive candidate resumes having candidate selected
job experience information including

means for enabling the computer to select at least one of:

an industry from a plurality of a predefined industries,

a job function from a plurality of predefined job functions of said industry,

30 and

a job position from a plurality of predefined job positions.

9. The computer program product according to claim 8, further comprising:

means for enabling the computer to receive comparable cross-industry search queries for candidate resumes meeting comparable cross-industry criteria.

5 10. The computer program product according to claim 9, wherein said comparable cross-industry search queries are indexed by at least one of

said industry from a plurality of said predefined industries,

said job function from said plurality of predefined job functions of said
industry, and

10 said job position from a plurality of said predefined job positions.

0953494 062901